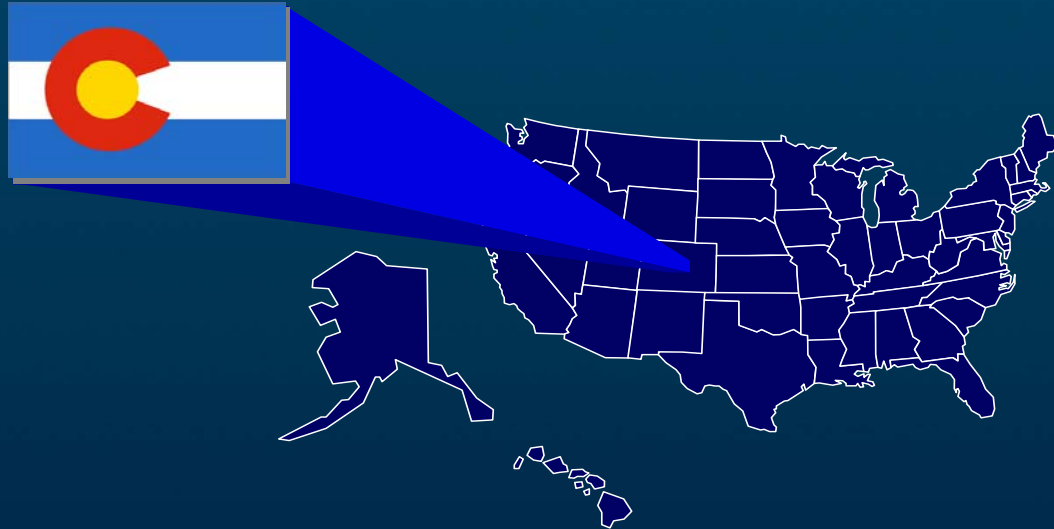


Local Employment Dynamics: A Colorado Application



Wande Reweta Labor Market Information

Colorado Department of Labor and Employment

Outline

- Introduction
 - What is LED
 - States involved
 - Sources of information
- How can LED work for me
 - Local business
 - Job seeker
 - Economic Developer

Outline

- Colorado Aging Workforce Report
- Mapping Application
- Questions

Introduction

- Local Employment Dynamics – A partnership between state labor market information agencies and Census to develop new information about local labor market conditions
- Produce Quarterly Workforce Indicators (QWI's)
 - A set of key labor market measures such as employment, hiring, jobs gains and losses, turnover and earnings by geographic area, industry, age, and gender over time.

Introduction

- 40 state partners
- 33 states are shipping data
- 28 states have QWI on web
- 4 states in stages of joining
 - AZ, LA, MS, RI

Introduction

Data Sources

- Quarterly Census of Employment & Wages (Employer file)
- Unemployment Insurance wage records (Employee File)
- Census Information (Household, Age, Gender, Place of work, Residence, County)

How can LED work for me?

- As a local business
- As a job seeker
- As an economic planner

As a local business

- LED can answer these questions and more:
 - How much are workers like mine paid?
 - How does the job turnover for other firms in my industry compare to the turnover at my workplace?
 - Where do the workers in my industry and county live?

QWI Online



Department of
Labor & Employment



[Text Only](#) [Español](#) [E-Services](#) [Contact Us](#) [CDLE Home](#) [State Home](#) [Search](#)
[UI Benefits](#) [Workers' Comp](#) [Labor Market Info](#) [Employment & Training](#) [Labor Laws](#) [Oil & Public Safety](#)

Most Requested items:

- Colorado Navigator
- Monthly Labor Force Data (unemployment data)
- Colorado Job Vacancy Surveys
- Colorado Labor and Industry Focus (monthly newsletter)
- Occupational Wages
- Employment and Wages (QCEW)
- Cost of Living
- Workforce Research and Analysis
- Monthly Press Releases

Colorado Local Employment Dynamics

Local Employment Dynamics (LED) is a voluntary partnership between state labor market information agencies and the U.S. Census Bureau to develop new information about local labor market conditions at low cost, with no added respondent burden, and with the same confidentiality protections afforded census and survey data.

Data Tools	
Quarterly Workforce Indicators	Compare workforce indicators across areas of Colorado
NEW! Industry Focus	Examine top industries in your area and the characteristics of workers in those industries

Reports	
A Profile of Older Workers in Colorado	See which industries will be most affected as the baby-boomers near retirement age

<http://www.coworkforce.com/lmi/LED/LEDHome.asp>

Residential Construction in Arapahoe County

QWI Online [NAICS]

LEHD Colorado Industry Reports - Quarterly Workforce Indicators

Geographic Reports: [County](#) | [Metro](#) | [WIA](#)
 Top Level Industry Reports: [County](#) | [Metro](#) | [WIA](#)
 Back to [County 23 Construction](#)

Select	More data	NAICS code	Description	Name	Value
<input type="radio"/>	---	236	Construction of Buildings	Year:	2004
<input checked="" type="radio"/>	---	2361	Residential Building Construction	Quarter:	Q2
<input type="radio"/>	---	2362	Nonresidential Building Construction	AgeGroup:	14-99
				Sex:	Male and Female
				Ownership:	All (1-5)
				County	005 Arapahoe

QWI Quick Facts	Residential Building Construction (Q2)	Residential Building Construction (Avg: Selected + 3 Prior qtrs)	All industry groups (Q2)	All industry groups (Avg: Selected + 3 Prior qtrs)
③ Total Employment	2,627	2,611	269,279	269,394
③ Net Job Flows	142	66	14,662	5,083
③ Job Creation	293	256	30,143	21,745
③ New Hires	552	497	58,020	51,267
③ Separations	526	566	60,464	59,432
③ Turnover	12.4%	13.5%	11.9%	12.2%
③ Avg Monthly Earnings	\$4,792.00	\$4,781.75	\$3,751.00	\$3,761.75
③ Avg New Hire Earnings	\$3,635.00	\$3,318.00	\$2,975.00	\$2,713.75



[View Detailed Comparison Reports](#)

[For more information](#)

QWI's Defined

Net Job Flows – difference between current and prior quarter employment at each business

Job Creation – number of new jobs that are created by either new businesses or the expansion of employment by existing firms

New Hires – Workers employed in the current quarter, but not in the prior 4 quarters

Separations – Workers employed this quarter, but not in the subsequent

Turnover – $(0.5) * (\text{accessions} * \text{separations}) / \text{total employment}$

Accessions – Workers employed in the current quarter, but not the prior

As a job seeker

- Where and what are the jobs in my area?
- How much do these occupations pay?
- What are the fastest growing industries where I live?
- How much can I expect to be paid in different industries?
- How long can I expect this type of job to last in my area?

Industry Focus

An online Internet application

- One-stop information on
 - What are the hot industries?
 - What is the workforce composition?
 - By time
 - By age and gender
 - By geography
 - By industry

Industry Focus



Colorado Department of Labor & Employment

Text Only UI Benefits | Español Workers' Comp | E-Services Labor Market Info | Contact Us Employment & Training | CDLE Home Labor Laws | State Home Oil & Public Safety | Search

Most Requested items:

- Colorado Navigator
- Monthly Labor Force Data (unemployment data)
- Colorado Job Vacancy Surveys
- Colorado Labor and Industry Focus (monthly newsletter)
- Occupational Wages
- Employment and Wages (QCEW)
- Cost of Living
- Workforce Research and Analysis
- Monthly Press Releases
- Current Employment Statistics (CES)
- NEW!** Colorado Occupational Projections
- Privacy Statement

Colorado Local Employment Dynamics

Local Employment Dynamics (LED) is a voluntary partnership between state labor market information agencies and the U.S. Census Bureau to develop new information about local labor market conditions at low cost, with no added respondent burden, and with the same confidentiality protections afforded census and survey data.

Data Tools	
Quarterly Workforce Indicators	Compare workforce indicators across areas of Colorado
NEW! Industry Focus	Examine top industries in your area and the characteristics of workers in those industries

Reports	
A Profile of Older Workers in Colorado	See which industries will be most affected as the baby-boomers near retirement age

Last update: 11/4/2005

All Applicable Rights Reserved, Copyright 2004 Colorado Department of Labor and Employment

<http://www.coworkforce.com/Imi/LED/LEDHome.asp>

Industry Focus

Colorado Labor Market Information

[Colorado LMI Home](#)

Industry Focus: Selecting Top Industries

List the top industries ranked by the greatest:

Ranking Indicator (Select One)	Include in report (Select One or More)	
<input type="radio"/>	<input type="checkbox"/>	Employment ¹
<input checked="" type="radio"/>	<input checked="" type="checkbox"/>	Growth in Employment ¹
<input type="radio"/>	<input type="checkbox"/>	Growth in hiring ¹
<input type="radio"/>	<input checked="" type="checkbox"/>	Number of new hires ¹
<input type="radio"/>	<input type="checkbox"/>	Firm Job Change ¹
<input type="radio"/>	<input checked="" type="checkbox"/>	Average monthly earnings for all workers ¹
<input type="radio"/>	<input type="checkbox"/>	Growth in average monthly earnings for all workers ¹
<input type="radio"/>	<input type="checkbox"/>	Average monthly earnings for new hires ¹

Age and Sex:

Age

Sex

Geography:

State

Entity:

☐ Statewide

☐ WIA

☒ County

☐ Metro Area

Select Industry Level: ☐ Industry Sector ☒ Industries

Industry Sector:

[View Report](#)

[Download CSV](#)

[Create PDF](#)

[Email Comments/Problems](#)

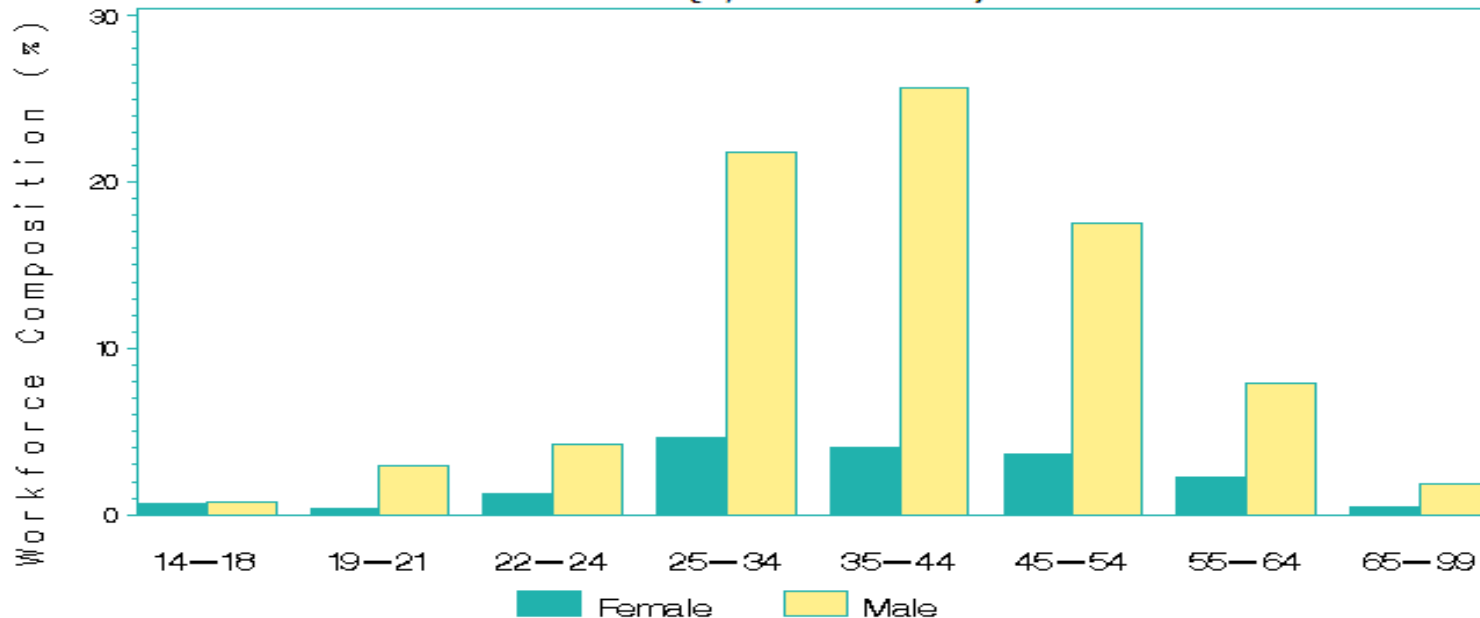
Source: U.S. Census Bureau, Local

Industry Focus Results

Rank	Industry	Growth in Employment (%) (2003Q2,2004Q2)	Average Quarterly New Hire Employment (2003Q3,2003Q4, 2004Q1,2004Q2)	Average Monthly Earnings (\$) (2003Q3,2003Q4, 2004Q1,2004Q2)
	All NAICS subsectors	-1.9 %	23,937	\$3,851
1	622 Hospitals	34.0 %	348	\$3,263
2	321 Wood Product Manufacturing	31.5 %	11	\$3,148
3	481 Air Transportation	25.0 %	48	\$3,598
4	327 Nonmetallic Mineral Product Manufacturing	24.3 %	16	\$3,429
5	813 Religious, Grantmaking, Civic, Professional, and Similar Organizations	21.9 %	114	\$3,388
6	311 Food Manufacturing	21.4 %	30	\$3,397
7	424 Merchant Wholesalers, Nondurable Goods	19.9 %	278	\$4,935
8	425 Wholesale Electronic Markets and Agents and Brokers	14.2 %	98	\$5,419
9	484 Truck Transportation	13.8 %	87	\$2,501
10	454 Nonstore Retailers	10.8 %	90	\$3,275
11	442 Furniture and Home Furnishings Stores	10.7 %	130	\$2,809
12	446 Health and Personal Care Stores	9.9 %	117	\$2,580
13	211 Oil and Gas Extraction	8.6 %	24	\$5,982
14	334 Computer and Electronic Product Manufacturing	8.6 %	85	\$5,194
15	722 Food Services and Drinking Places	8.5 %	2,336	\$1,393
16	488 Support Activities for Transportation	7.0 %	35	\$4,631
17	812 Personal and Laundry Services	6.7 %	278	\$1,741
18	339 Miscellaneous Manufacturing	6.7 %	56	\$3,685
19	814 Private Households	6.6 %	33	\$2,109
20	237 Heavy and Civil Engineering Construction	6.4 %	213	\$4,618

Workforce Composition

Employee Distribution by Age and Sex
State=Colorado, County=005 Arapahoe,
Industry=237 Heavy and Civil Engineering Construction
Date=2004Q2, Private Firms Only



	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
Female	0.69%	0.37%	1.27%	4.62%	4.04%	3.66%	2.23%	0.48%
Male	0.74%	2.92%	4.25%	21.83%	25.65%	17.53%	7.91%	1.81%

As an economic developer

- What industries are seeing the most job gains and losses?
- What are demographic profiles of workers in certain industries?
- How do earnings for new hires compare to earnings of all workers in a given industry?
- What industries will be most affected by the aging of the baby boomers?

Ranking industries by firm job change

Industry Focus: Selecting Top Industries

List the top industries ranked by the greatest:

Ranking Indicator (Select One)	Include in report (Select One or More)	
<input type="radio"/>	<input checked="" type="checkbox"/>	Employment ⓘ
<input type="radio"/>	<input checked="" type="checkbox"/>	Growth in Employment ⓘ
<input type="radio"/>	<input type="checkbox"/>	Growth in hiring ⓘ
<input type="radio"/>	<input type="checkbox"/>	Number of new hires ⓘ
<input checked="" type="radio"/>	<input checked="" type="checkbox"/>	Firm Job Change ⓘ
<input type="radio"/>	<input checked="" type="checkbox"/>	Average monthly earnings for all workers ⓘ
<input type="radio"/>	<input type="checkbox"/>	Growth in average monthly earnings for all workers ⓘ
<input type="radio"/>	<input type="checkbox"/>	Average monthly earnings for new hires ⓘ

Age and Sex:

Age

Sex

Geography:

State

Entity:

☐ Statewide

☐ WIA

☐ County

☒ Metro Area

Select Industry Level: ☐ Industry Sector ☒ Industries

Industry Sector:

View Report

Download CSV

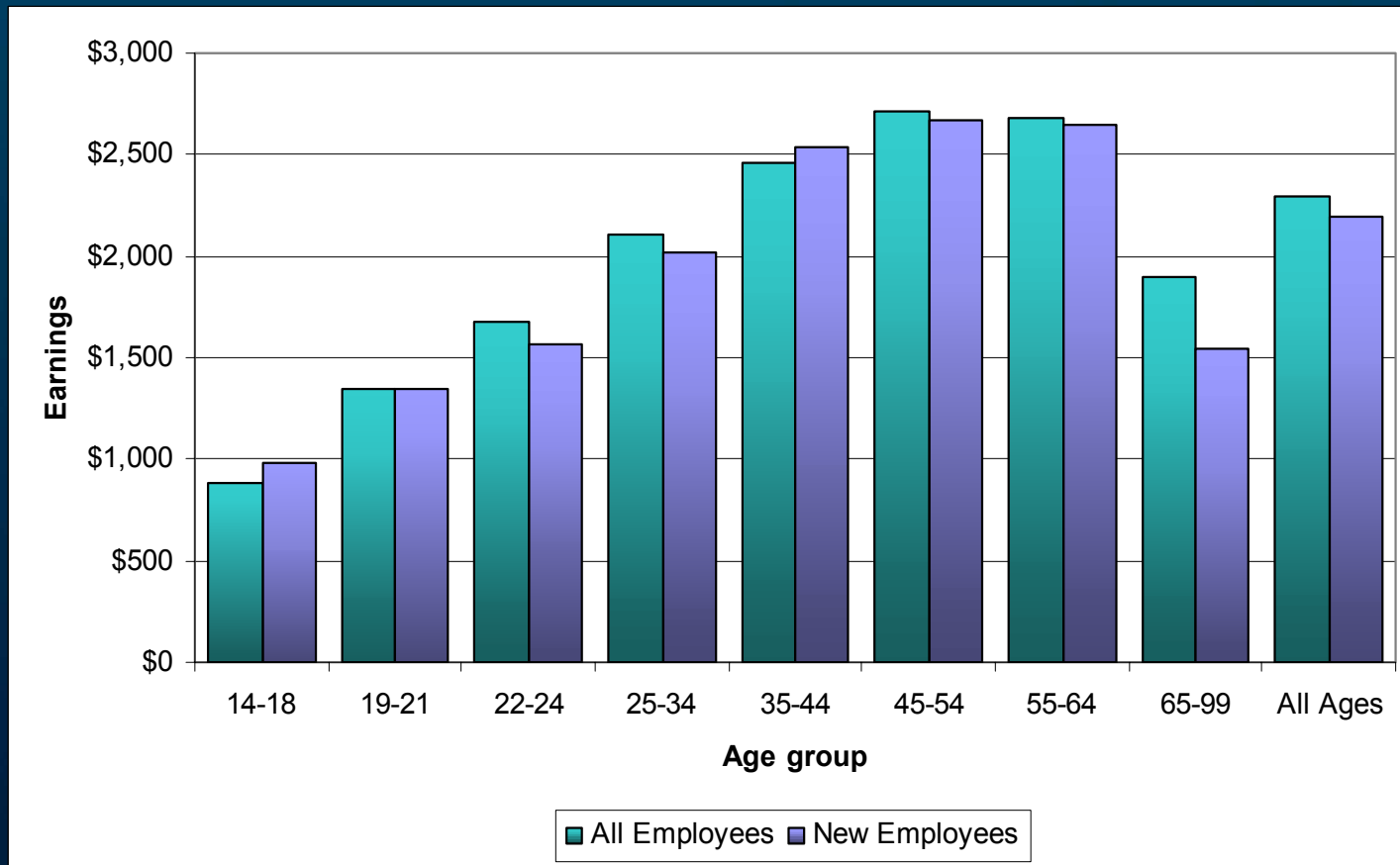
Create PDF

Top jobs by quarterly job change

Top 10 industries ranked on the greatest firm job change
 State=Colorado, Metro (Colorado part only)=Denver, CO, Sex=Male and Female, Age=14-99
 Private Firms Only

Rank	Industry	Average Quarterly Job Change (2003Q3,2003Q4, 2004Q1,2004Q2)	Average Quarterly Employment (2003Q3,2003Q4, 2004Q1,2004Q2)	Growth in Employment (%) (2003Q2,2004Q2)	Average Monthly Earnings (\$) (2003Q3,2003Q4, 2004Q1,2004Q2)
	All NAICS subsectors	23,355	975,623	-1.1 %	\$3,594
1	481 Air Transportation	4,917	16,004	8.3 %	\$4,041
2	561 Administrative and Support Services	2,285	72,079	5.3 %	\$2,546
3	541 Professional, Scientific, and Technical Services	1,724	83,639	0.9 %	\$5,260
4	722 Food Services and Drinking Places	1,671	80,239	6.8 %	\$1,366
5	522 Credit Intermediation and Related Activities	1,515	34,999	1.5 %	\$4,205
6	622 Hospitals	1,490	22,481	12.8 %	\$3,255
7	621 Ambulatory Health Care Services	1,046	43,480	1.4 %	\$4,038
8	623 Nursing and Residential Care Facilities	928	16,299	-0.0 %	\$2,317
9	236 Construction of Buildings	809	14,124	17.1 %	\$4,548
10	611 Educational Services	668	16,145	2.9 %	\$2,828

A comparison of wages: New Hires versus All Workers in the Nursing & Residential Care Facilities industry



Colorado's Aging Workforce

- In addition to the data tools LED offers, the Census Bureau also produces regional reports using the LED data such as “A Profile of Older Workers in Colorado”
- The report uses LED data to address changes occurring in the age composition of the workforce
- It predicts which industries will be most affected by the departure of older workers from the workforce

Highlights of the Report

- The workforce is aging. Between 1994 and 2002, an increasing percentage of workers were over the age of 45.
- Workers over the age of 65 are most likely to be employed in the service industries of eating and drinking places, business services and health services.

Highlights Continued

- Of industries employing 1,500 or more workers 65 and older, the highest paying are engineering, accounting and research.
- Industries in which more than 20% of workers are 55 and older include: local/suburban transit, membership organizations, educational services, real estate and insurance agents/brokers.

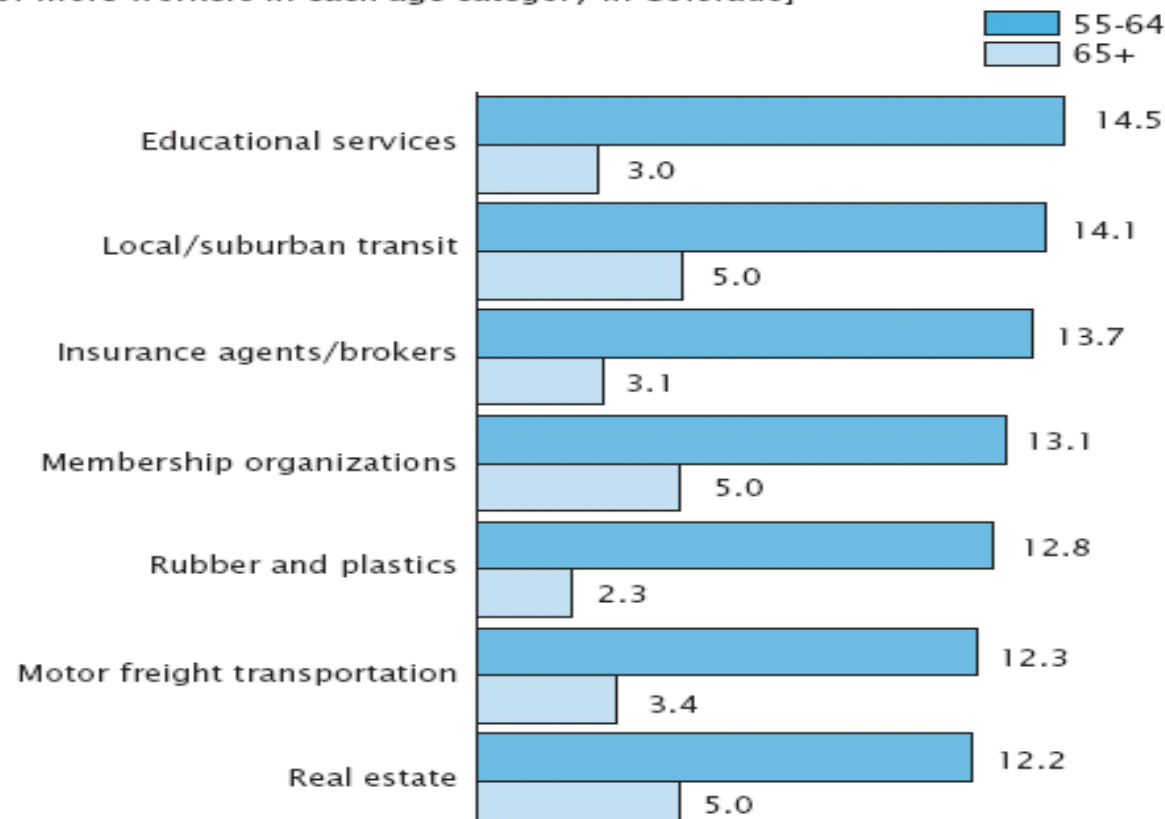
<http://www.coworkforce.com/lmi/LED/LEDHome.asp>

A Profile of Older Workers in Colorado

Figure 27

Selected Industries With a High Proportion of Older Workers by Age, for Colorado: 2002

[Percent of industry's workers. Includes only industries that employed 100 or more workers in each age category in Colorado]



Top 10 industries ranked on greatest growth in hiring for 65 +

Rank	Industry	Hiring Growth (2003Q2,2004Q2)	Hiring Growth (%) (2003Q2,2004Q2)	Hiring (2004Q2)	Hiring (2003Q2)	Average Quarterly Employment (2003Q3,2003Q4, 2004Q1,2004Q2)
	All NAICS subsectors	-339	-17.5 %	1,767	2,106	28,600
1	485 Transit and Ground Passenger Transportation	23	124.3 %	30	7	174
2	236 Construction of Buildings	19	71.6 %	36	17	341
3	488 Support Activities for Transportation	18	112.5 %	25	7	120
4	813 Religious, Grantmaking, Civic, Professional, and Similar Organizations	18	75.0 %	33	15	487
5	484 Truck Transportation	17	79.0 %	30	13	297
6	611 Educational Services	16	61.5 %	34	18	526
7	451 Sporting Goods, Hobby, Book, and Music Stores	15	103.4 %	22	7	254
8	441 Motor Vehicle and Parts Dealers	11	33.8 %	38	27	631
9	423 Merchant Wholesalers, Durable Goods	10	24.3 %	46	36	1,024
10	425 Wholesale Electronic Markets and Agents and Brokers	10	58.8 %	22	12	243

On The Map

A pilot online mapping application

- 12 + 2 pilot states
- Funded by ETA
- Where do workers live?
- Where do workers work?
- Origin-destination data structure

On The Map Pilot States



On the Map

- An LED mapping application that can answer questions such as:
 - Where are employers in a particular industry located?
 - Where are the high wage employment areas?
 - What industries are located in the high wage employment areas?
 - Where do workers who work in high wage industries live?

On the Map continued

- Where are the high growth employment areas?
- What industries are located in the high growth employment areas?
- Where do workers live and what are their characteristics?

This information is not yet publicly available but will be coming soon!

Where people employed in Fort Collins Live (labor shed)

U.S. Census Bureau *LED On The Map (beta)*


LED HomeIntroductionLED MapsStartup GuideText-only V

Place Name LookupUS MapSave & Exit

☒ Place Names

LED Pilot States "On The Map"

ON THE MAP is a live mapping demonstration project that shows in high definition the geographic relationships between where people live and where they work. Users begin by defining custom study areas using a freehand drawing tool or by simply clicking on a standard geography (e.g. city, county, zip code areas, census area, etc.). Then, based on the selected area, maps are produced showing where workers come from that are employed in the selected area (labor shed) or where workers are employed that live in the selected area (commute shed). This application also provides access to work force profile reports and additional analysis tools.



There are fourteen LED pilots states in the Continental US in this demonstration project. The map to the left shows which states are involved.

START HERE:

Enter a State, County or City:

Or you can choose a place working from the [US Map](#)

WSC XHTML 1.0

ISO VALIDATED

GETFIREFOX

© US Census Bureau -- Site Designed and Developed by Exocensus LLC

Where people employed in Fort Collins Live (labor shed)

U.S. Census Bureau *LED On The Map* (Beta) [LED Home](#) [Introduction](#) [LED Maps](#) [Startup C](#)

[Place Name Lookup](#) [US Map](#) [Save & Exit](#)

☒ Place Names

Place Name Lookup
Enter a State, County or City:

Or you can choose a place working from the [US Map](#)

State Lookup Results
State(s):

Highlight your choice from the list and press the button to continue

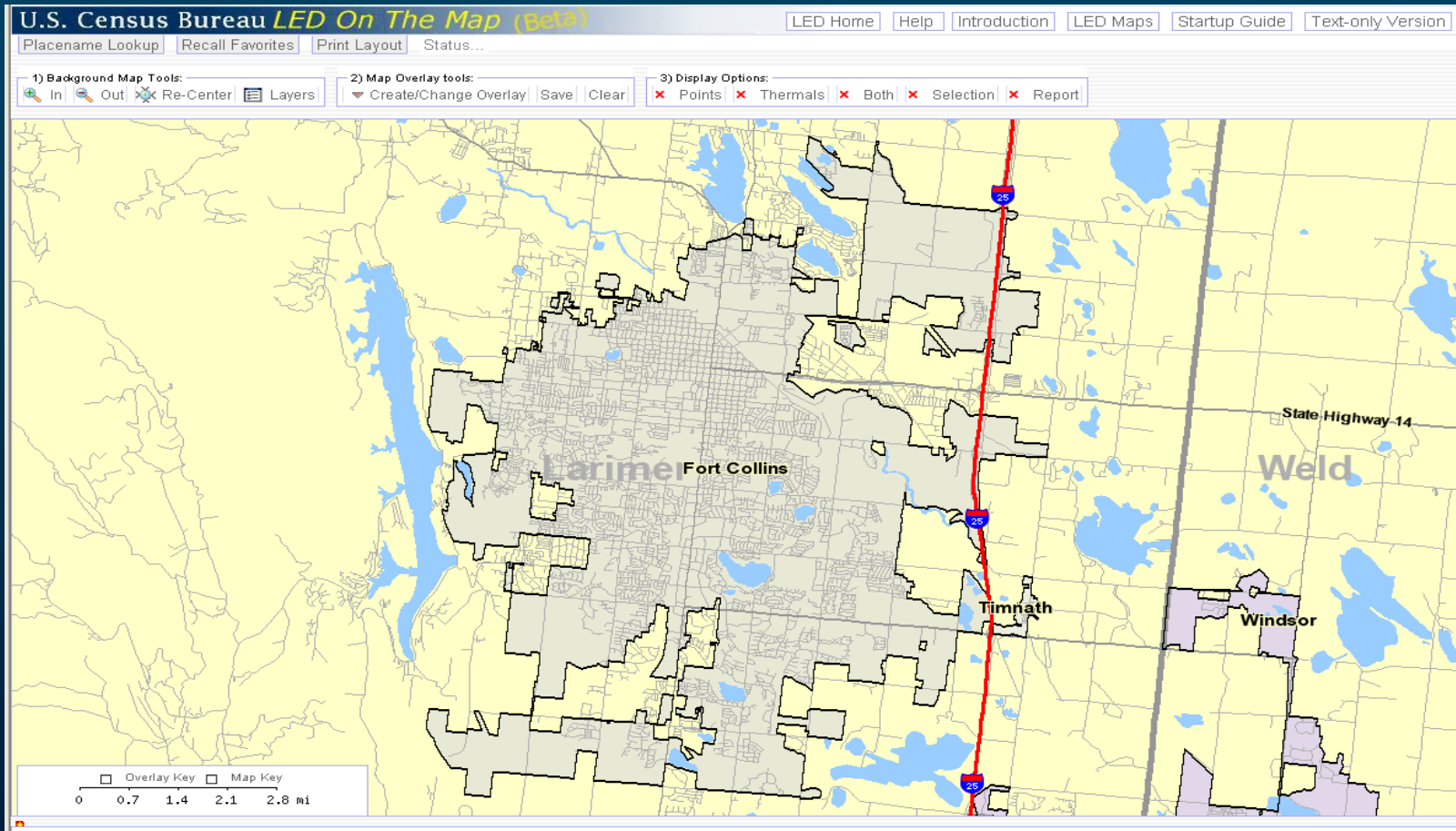
County Lookup Results
County(s):

Highlight your choice from the list and press the button to continue

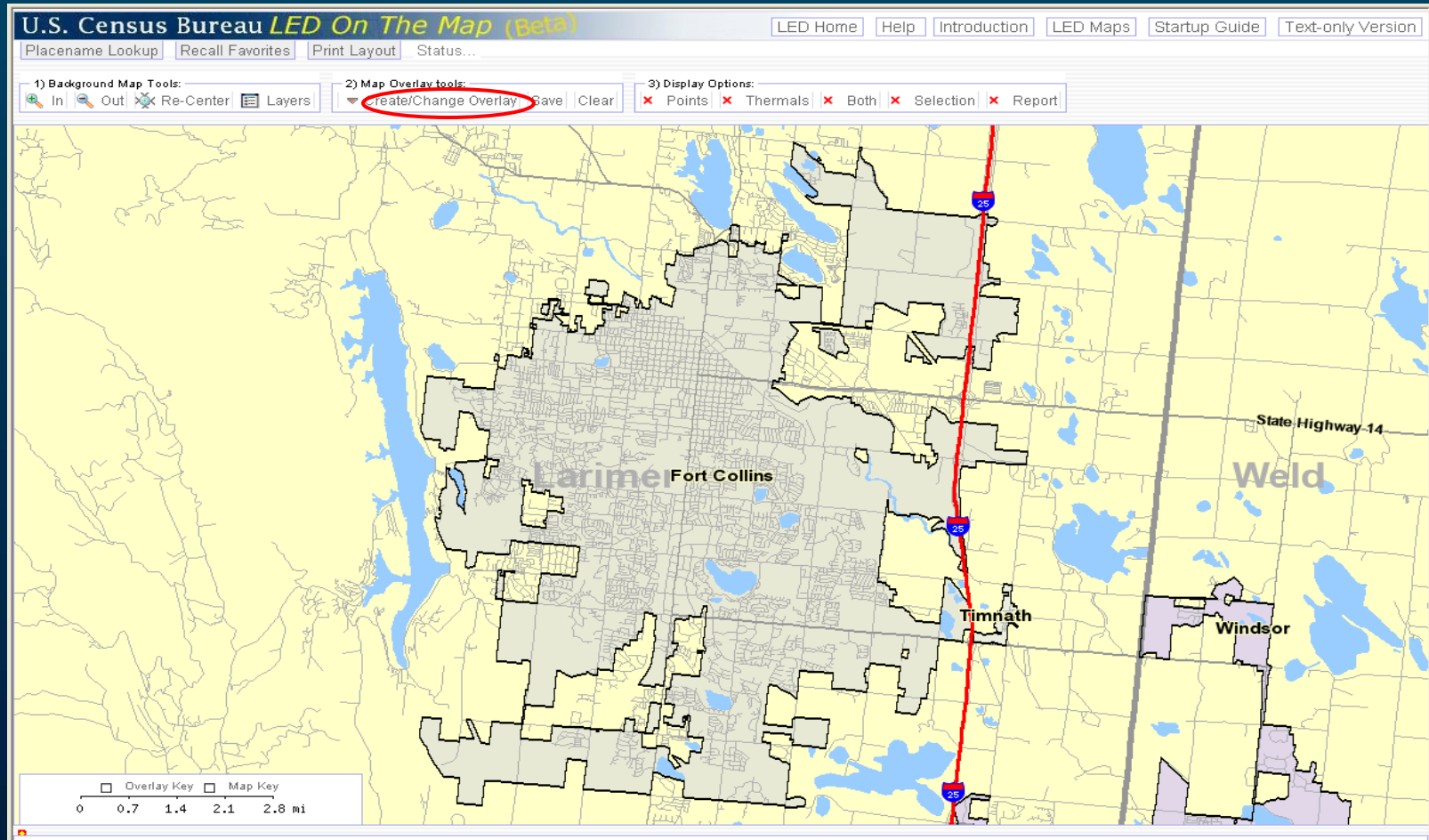
City Lookup Results
City(s):

Highlight your choice from the list and press the button to continue

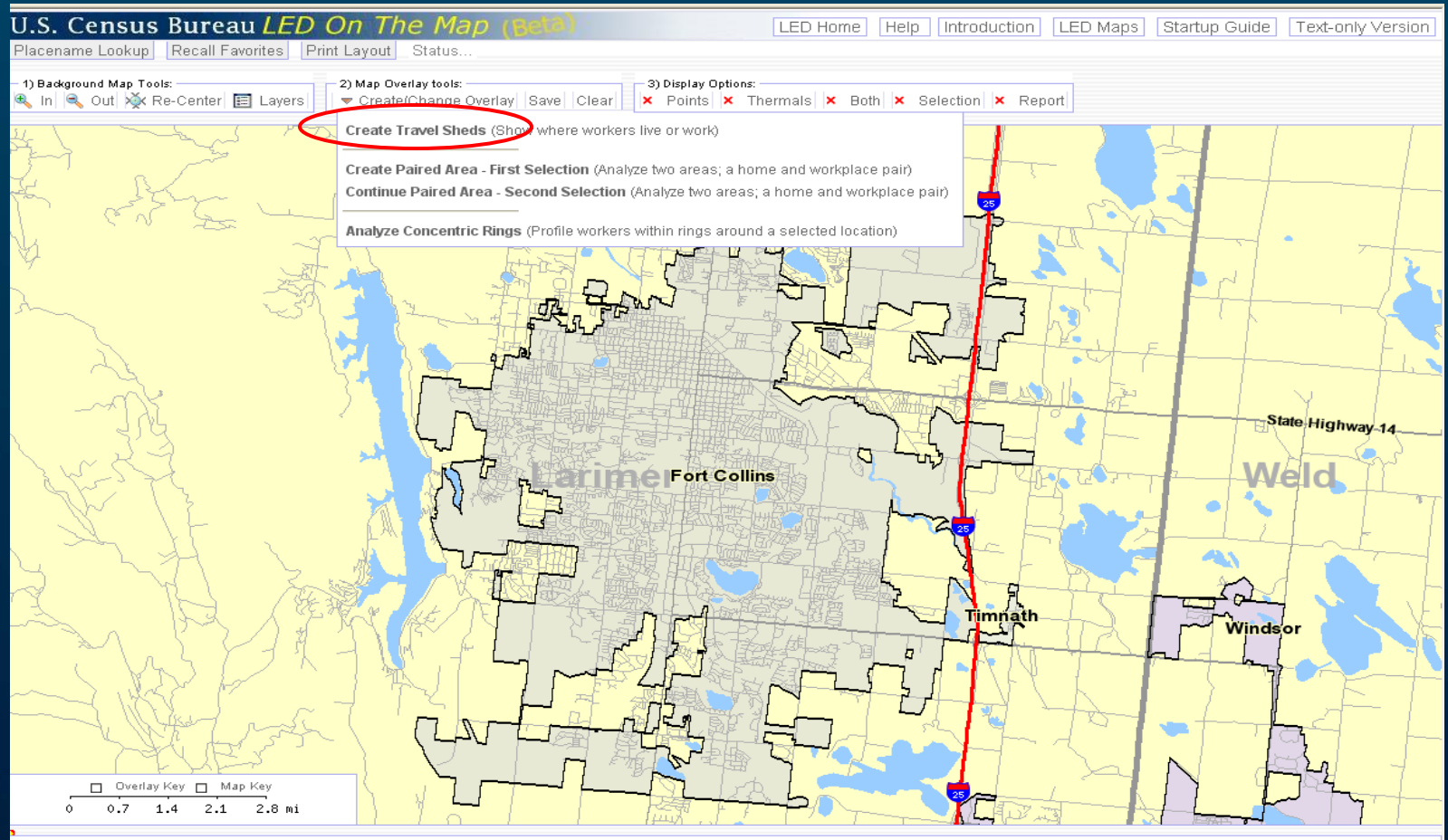
Where people employed in Fort Collins Live (labor shed)



Where people employed in Fort Collins Live (labor shed)



Where people employed in Fort Collins Live (labor shed)



Where people employed in Fort Collins Live (labor shed)

U.S. Census Bureau *LED On The Map (beta)* [LED Home](#) [Help](#) [Introduction](#) [LED Maps](#) [Startup Guide](#) [Text-only Version](#)

[Placename Lookup](#) [Recall Favorites](#) [Print Layout](#) [Status...](#)

1) Background Map Tools: [In](#) [Out](#) [Re-Center](#) [Layers](#) 2) Map Overlay tools: [Create/Change Overlay](#) [Save](#) [Clear](#) 3) Display Options: [Points](#) [Thermals](#) [Both](#) [Selection](#) [Report](#)

Travel Shed Analysis:
Select the required options from left to right. After you make a selection in step 5 this window will close, and you can select the required area on the map. The overlay will be calculated after you finish drawing your selection area.

1) Year: ☒ 2003 ☐ 2002

2) Job Type: ☒ All Jobs ☐ All Primary ☐ Private Jobs ☐ Private Primary

3) Live or Work: ☐ Select home area and map where people work ☒ Select employment area and map where workers live

4) Report Type: ☒ Shed report ☐ Area profile report
Name:

4c) Format: ☒ HTML ☐ PDF ☐ CSV

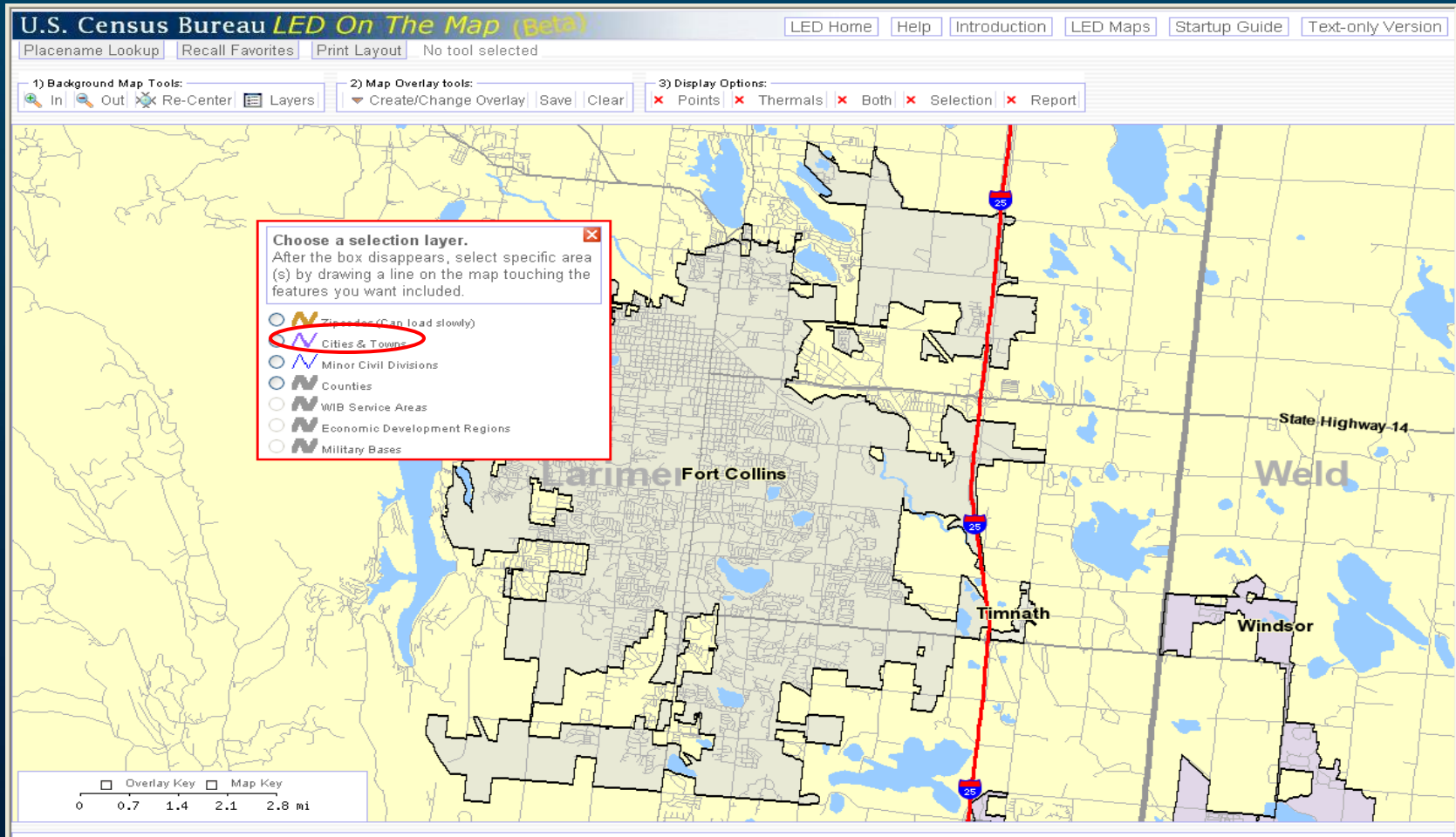
5) Selection Tool: ☒ Freehand ☒ Layer Selection ☐ Buffered Selection ☐ Circle Selection

0 0.7 1.4 2.1 2.8 mi

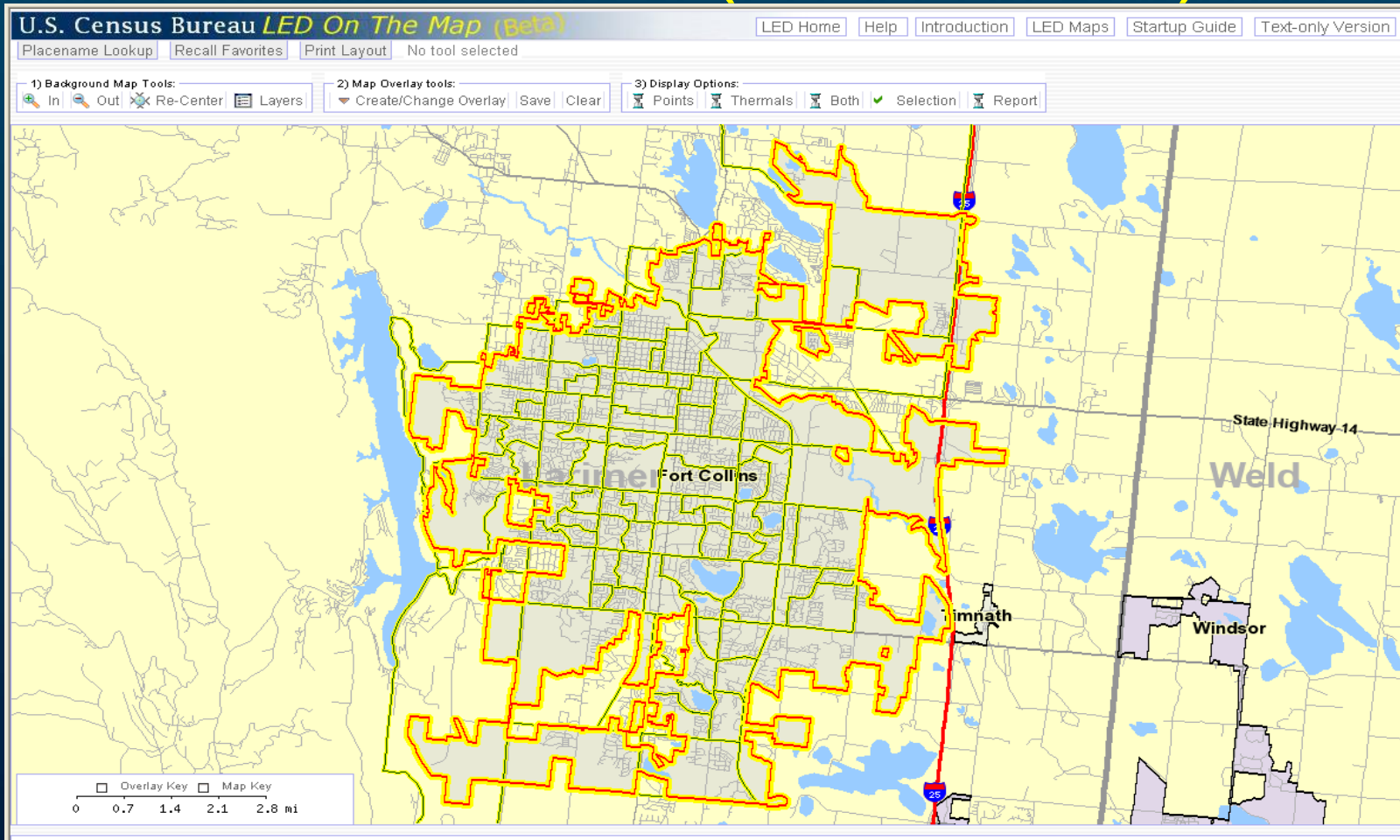
Overlay Key Map Key

Fort Collins Timnath Windsor State Highway 14

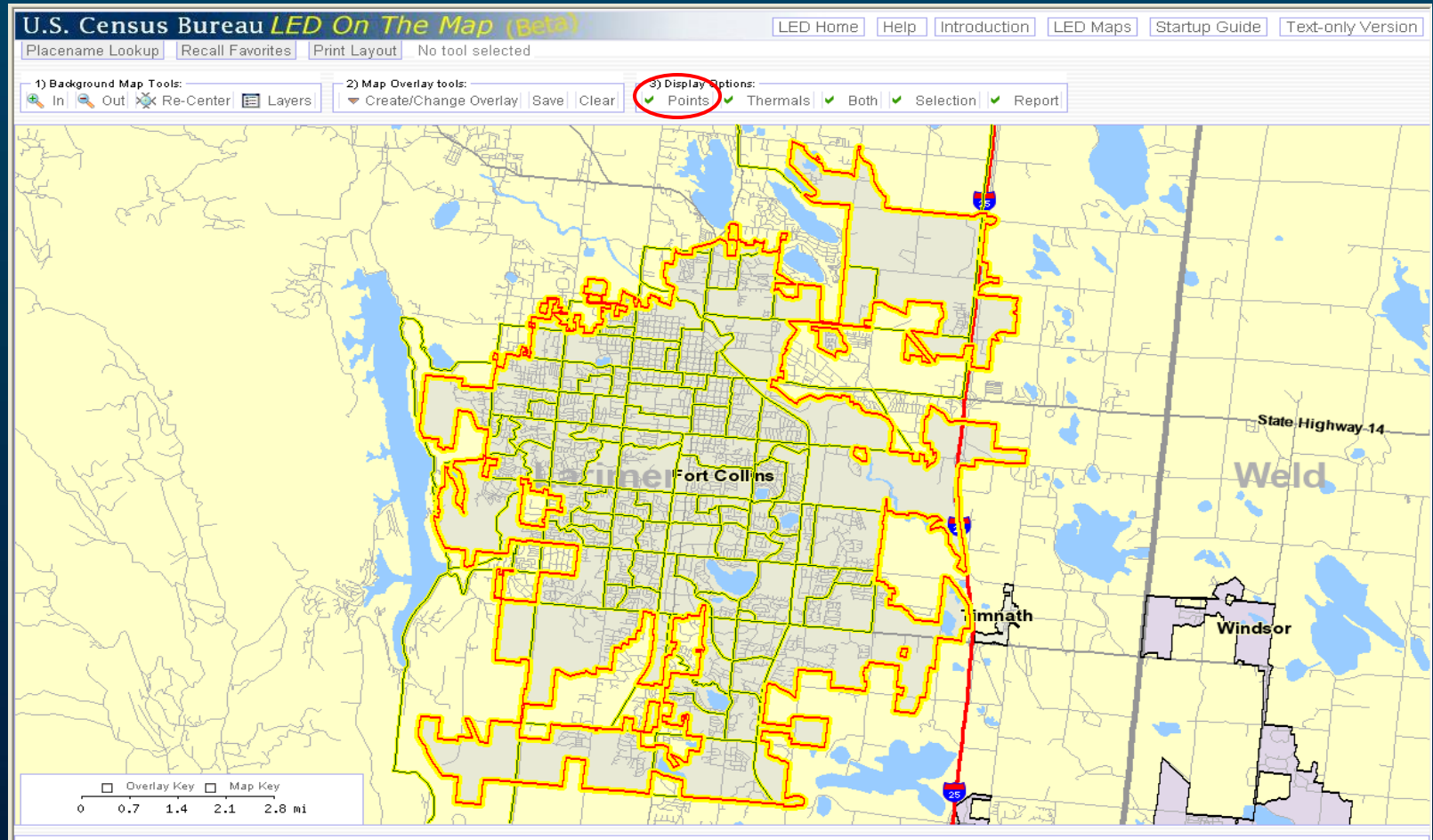
Where people employed in Fort Collins Live (labor shed)



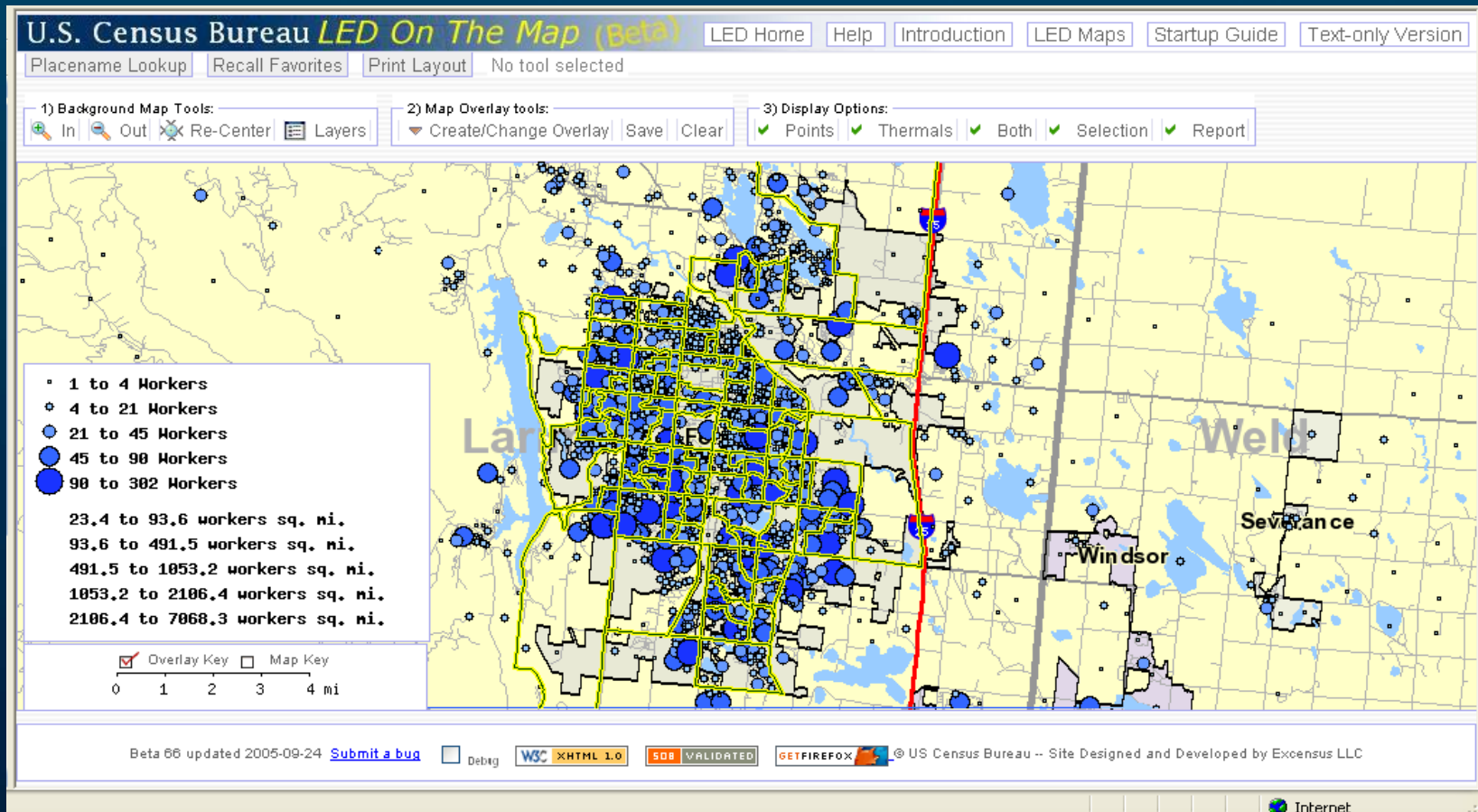
Where people employed in Fort Collins Live (labor shed)



Where people employed in Fort Collins Live (labor shed)



Points map: Places where people live that are employed in Fort Collins



U.S. Census Bureau *LED On The Map (beta)*

[LED Home](#)[Help](#)[Introduction](#)[LED Maps](#)[Startup Guide](#)[Text-only Version](#)[Placename Lookup](#)[Recall Favorites](#)[Print Layout](#)

No tool selected

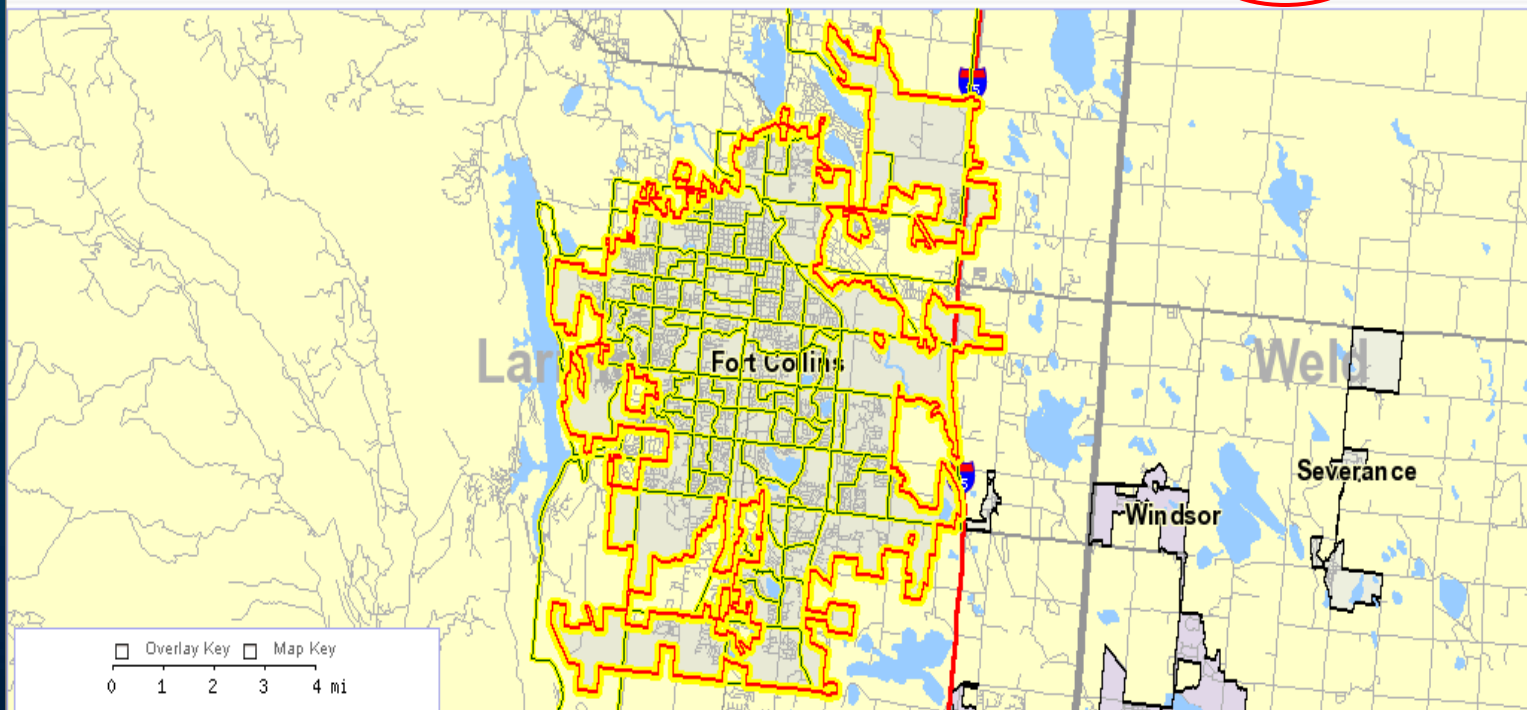
1) Background Map Tools:

[In](#) [Out](#) [Re-Center](#) [Layers](#)

2) Map Overlay tools:

[Create/Change Overlay](#) [Save](#) [Clear](#)

3) Display Options:

☒ Points ☒ Thermals ☒ Both ☒ Selection ☒ ReportBeta 66 updated 2005-09-24 [Submit a bug](#)☐ Debug

W3C XHTML 1.0

SDD VALIDATED

GETFIREFOX

© US Census Bureau -- Site Designed and Developed by Excensus LLC

Where people work

U.S. Census Bureau *LED On The Map (beta)*

[LED Home](#)

[Introduction](#)

[LED Maps](#)

[Startup Guide](#)

[Text-only Version](#)

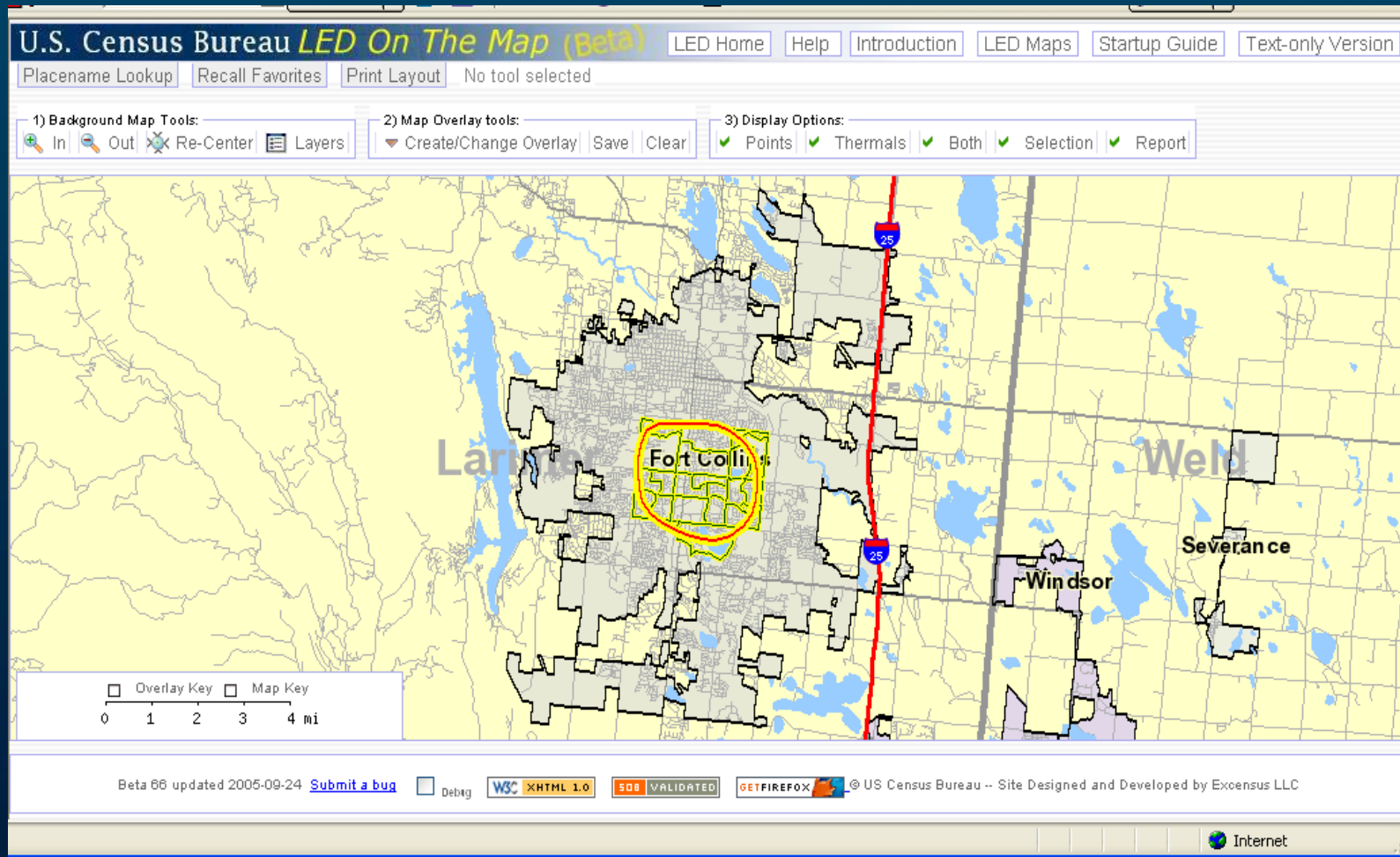
Travel Report - Where Residents in the Selection Area are Employed

1132177191300

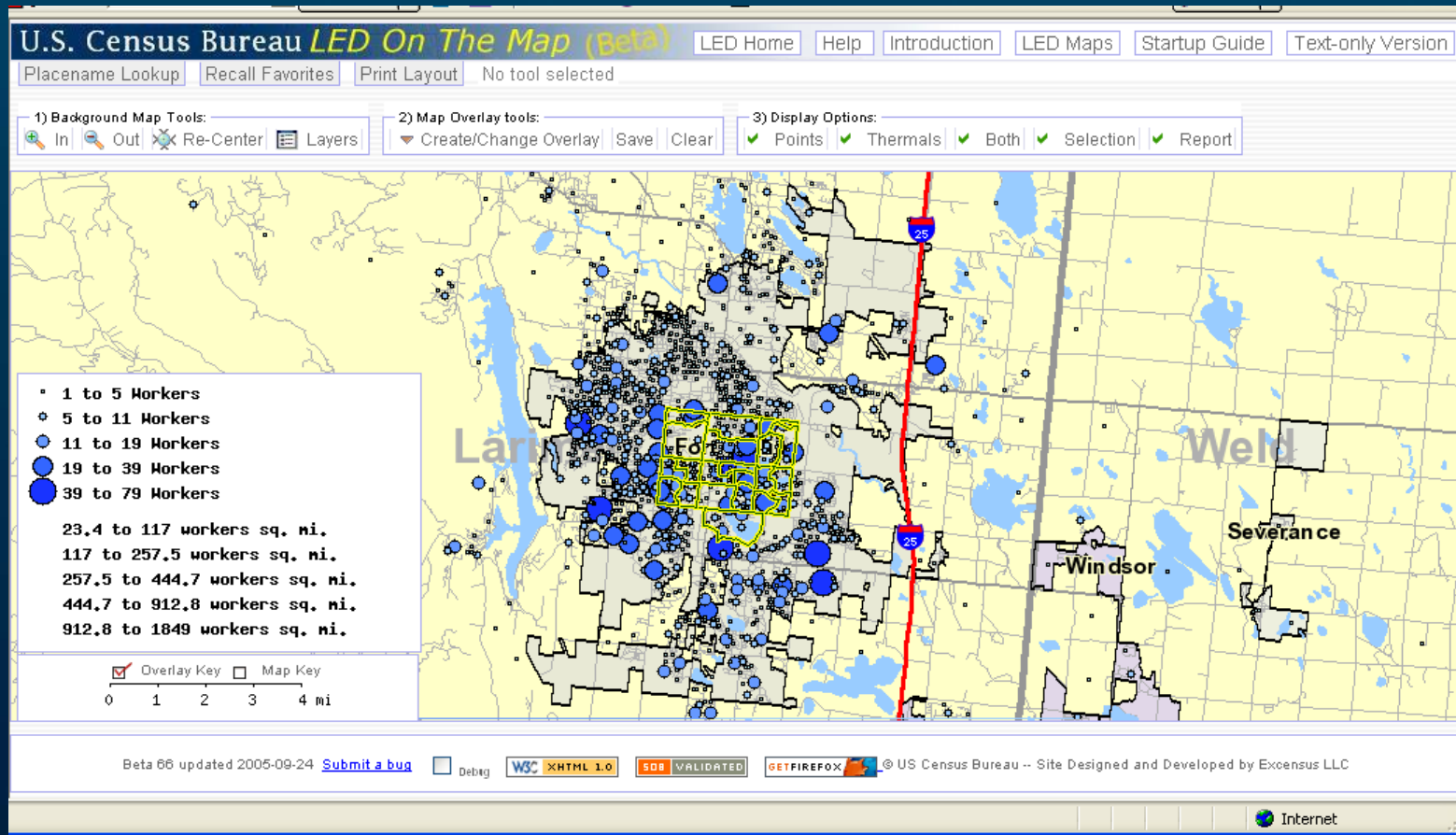
	2003		2002	
	Count	Share	Count	Share
Number of Jobs Held by Residents				
* All Jobs	51,086	100.0%	59,606	100.0%
* All Jobs (Private Sector Only)	46,301	90.6%	49,084	82.3%
* All Primary Jobs (Worker's highest paying job)	48,261	94.5%	55,971	93.9%
* All Primary Jobs (Private Sector Only)	43,711	85.6%	45,915	77%
WHERE RESIDENTS ARE EMPLOYED				
	2003		2002	
	Count	Share	Count	Share
Total Workers (Primary Jobs - Private Sector)	43,711	100.0%	45,915	100.0%
Cities/Towns Where Residents are Employed				
* Fort Collins	24,440	55.9%	25,698	56%
* Loveland	3,283	7.5%	3,224	7%
* Denver	2,591	5.9%	2,771	6%
* Northeast Jefferson	1,413	3.2%	1,409	3.1%
* Greeley	1,378	3.2%	1,288	2.8%
* All Other Locations	10,606	24.3%	11,495	25%

Counties Where Residents are Employed

Free hand – where people live



Free hand – where people live



Free hand – where people live

U.S. Census Bureau *LED On The Map (beta)*

LED HomeIntroductionLED MapsStartup GuideText-only Version

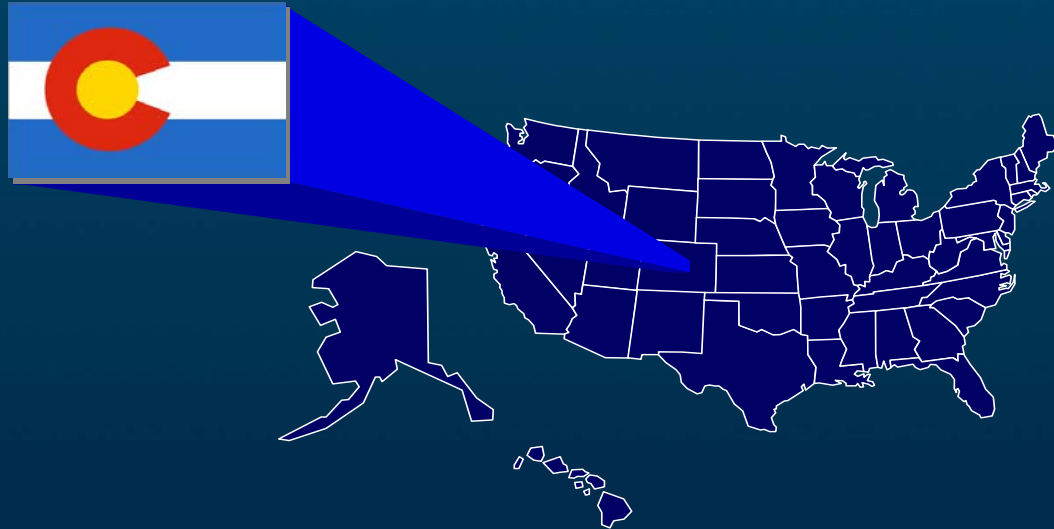
Travel Report - Where Workers Live that are Employed in the Selection Area

1132248557590

	2003		2002	
	Count	Share	Count	Share
Number of Employers:	975		1,007	
Number of Jobs Held by Employed Workers				
* All Jobs	12,106	100.0%	12,504	100.0%
* All Jobs (Private Sector Only)	12,104	100%	12,503	100%
* All Primary Jobs (Worker's highest paying job)	11,354	93.8%	11,498	92%
* All Primary Jobs (Private Sector Only)	11,352	93.8%	11,497	91.9%
WHERE RESIDENTS ARE EMPLOYED	2003		2002	
	Count	Share	Count	Share
Total Workers (All Jobs - Private Sector)	12,104	100.0%	12,503	100.0%
Cities/Towns Where Residents are Employed				
* Fort Collins	5,742	47.4%	5,949	47.6%
* Loveland	1,277	10.6%	1,389	11.1%
*	540	4.5%	580	4.6%
* Greeley	432	3.6%	508	4.1%
* Northeast Jefferson	426	3.5%	430	3.4%
* All Other Locations	3,687	30.5%	3,621	29%

DoneInternet

Wande Reweta Senior Economist, Colorado Department of Labor and Employment



303-318-8896

Fax: 303-318-8899

Wande.reweta@state.co.us